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E SERVICE SUMMARY

Executive Positions (GS 15-17)

25X1

Projected Vacancies

FY 79
FY 80
FY 81

Accuracy of Last Year's Projection

Underestimated by 3

Executive List (GS 15-17)

25X1

Projected FY 79 Retirements/Resignations

GS 16-17

Projected Retirement Rate, GS-16 Up

12.9%

Executive Development Roster FY 79-81

GS-15
GS-14
GS-13

Number

% ODS

25X1

Ratio of Developmental Experiences to Officers
on the EDR

1.6:1

% of Planned Developmental Experiences Achieved
Last Year

83%

Ratio of Executive Development Roster to Executive
Positions

1.2:1

25X1

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E SERVICE SUMMARY

The E Career Service currently has only ☐ of its executive positions filled by officers considered to be fully qualified. Although five officers are to be transferred to the Executive List in FY 1979, two retirements/resignations are also projected, indicating that the percentage of positions filled by fully-qualified officers is not likely to change significantly until at least FY 1980. When all GS-15's on the Executive Development Roster are added to the pool of fully-qualified Executive List personnel, the ratio of candidates to executive positions is an acceptable 1.7:1. However, it should be noted that only ☐ GS-15's will be considered fully qualified during this fiscal year.

25X1

The development of officers on the Executive Development Roster was successful last year; 83% of the planned developmental actions were carried out. In light of paragraph 1 above, it is clearly apparent that this high rate must be sustained, if not increased, to develop officers for projected vacancies.

Inasmuch as the professional positions in the Office of the Comptroller are staffed by officers on rotation from the directorates, no candidates are specifically identified and these rotational positions should not be considered when reviewing the E Service Executive List and Development Roster.

RECOMMENDATION: The E Career Service Board should closely monitor developmental actions planned for officers on the Executive Development Roster, particularly those at the GS-15 level, to prevent a shortfall of fully-qualified candidates for executive vacancies in FY 80-81.

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25X1

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Three vacancies are projected: 1 in FY 79 and 2 in FY 80. At least two candidates are listed for each. ☐ officers are listed on the EDR with a general statement covering assignment planning and training which recognizes the fact that they will remain as Agency attorneys and not move into other executive positions.

25X1

O/Compt

☐ vacancies are projected: ☐ in FY 79, ☐ in FY 80, and ☐ in FY 81. No candidates are listed because the positions are staffed by personnel from all directorates who serve 2-3 year rotational tours. There are ☐ E Career Service officers, however, on the EDR, each with assignments described in general terms. Training is planned for two of the three.

25X1

OIG

One vacancy is projected in FY 80 and two candidates are listed. The EDR lists ☐ officers who will be given rotational assignments within OIG. One training course is planned for each.

Audit Staff

☐ vacancies are projected for FY 79. Two candidates are listed for each of two positions. The third vacancy has only one candidate listed, an individual who is also a candidate for one of the other vacancies. ☐ officers are listed on the EDR. Although timing has not been firmly established for training, the planning for courses and developmental assignments appears to be very good.

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OEE0

25X1 One vacancy is projected in FY 81. Both candidates are already in the Office. [] officers are listed on the EDR. Training courses are limited, but some emphasis is placed on attendance at conventions and conferences. Assignments are within OEE0.

OPA

25X1 No vacancies projected. [] officers are listed on the EDR who will continue in OPA. All will attend training in FY 79 and one will also attend in FY 80.

Office of the Director

25X1 No vacancies projected. [] officers listed on the EDR, all remaining in the IC area. [] will participate in an IC orientation; otherwise, no training courses are planned.

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